

# Equal Rights

VOL. XI, No. 13  
FIVE CENTS

SATURDAY,  
MAY 10, 1924



Drawn by Nina E. Allender

## EQUAL PAY FOR EQUAL WORK.

Waitress: "But how do I get this equal work?"

Judge: "Ah, the law 'protects' you from that."

Waitress: "He is protected—not I."

## Feminist Notes

### English Women Launch Publishing House

A GROUP of English women have established a new publishing house in London, at Effingham House, Arundel street, W. C. 2. This new concern is to be entirely staffed and controlled by women. It is the determination of the house to publish both fiction and non-fiction. At the present time it has already published *The Woman's Year Book*, and has in process the production of a weekly paper, to be called *Everywoman*. A Woman's Who's Who and two books of memoirs are also in preparation.

### Married Women Nurses

IN the April 4 number of the *Woman's Leader*, an English feminist paper, is an account of the unsuccessful attempt of the Manchester Education Committee to force women nurses to resign on marriage. At a general meeting held by this committee, those members in favor of married women continuing as nurses won in the vote that was taken. They contended that the private affairs of women nurses should not be inquired into any more than the private affairs of men.

### Medical Woman Speaks in British Cathedral

LADY BARRETT, president of the Medical Women's Federation, states *The Vote*, organ of the Women's Freedom League of England, in its March 21 issue spoke from the pulpit of Bristol Cathedral on "The Degradation of Sex" on February 18. This was the first time that a woman had ever spoken in an English Cathedral.

### Germany Establishes School for Social Work

SCHOOLS for social work for women have been founded in various parts of Germany during the last two years by public-spirited women. These schools have been organized principally to offset the old-time superficial education considered good enough for girls.

Dr. Alice Salomon of Berlin, well-known leader in social work in Germany, said recently, in an interview regarding these schools, to a correspondent of the *Christian Science Monitor*:

"The efforts that have been made in Germany to get the young girls to take an interest in social problems have chiefly come from women. Furthermore, the need for a social education has been seen in Germany more by women than by men."

She said that in Berlin alone there are 20 branches of the central office, and throughout Germany a little less than 100 schools of this order have been established by women. Dr. Salomon spoke on this subject at the Washington Headquarters of the Woman's Party when she was in America last spring.

### Turkish Women Law Students

TWENTY-FOUR Moslem women have recently enrolled in the Law Department of the University of Stamboul, according to the March 21 number of *The Vote*, organ of the Woman's Freedom League of England. At present there are no women lawyers in Turkey.

### Danish Parliament Appoints Woman

MRS. NINA BANG of Copenhagen, Denmark, has just been appointed Minister of Education by the Labor Cabinet. Mrs. Bang is the first woman to hold office in the Cabinet. She has an international reputation as a political economist, and has written several books on this subject in collaboration with her husband.

### Conference of International Federation of University Women

THE Third Biennial Conference of the International Federation of University Women will be held in Christiania, Norway, Monday, July 28, to Friday, August 1, 1924. The meetings will all be held at the University of Christiania. The growth of the Federation during the past year makes this meeting of even greater significance than was the Conference at Paris in 1922.

A preliminary program of the Christiania Conference is as follows:

July 28—Arrival of Christiania. Registration. Council meeting. Reception of delegates.

July 29—Meeting of delegates, followed by open meeting for university women.

July 31—Open meetings. Meeting for delegates.

August 1—Council meeting. Departure from Christiania.

The following subjects, among others, will be discussed:

1. The organization of International Traveling Fellowships.

2. Co-operation Among the Universities.

3. University Women in World Affairs. The training and experience necessary for work in Politics, Industry, Commerce and High Finance, Handling of Raw Materials.

Two of the speakers already assured are Dr. Bonnevie, president of the Norwegian Federation and deputy delegate for Norway to the Assembly of the League of Nations, and Mrs. Corbett Ashby, president of the International Suffrage Alliance.

In addition to the meetings, delegates and others attending the conference will enjoy opportunities of seeing the places of interest in and near Christiania under the auspices of the Norwegian Federation. It is hoped that many of the delegates may also be able to visit the other Scandinavian countries—Sweden, Finland and Denmark—whose national federations are sharing with the Norwegian the entertainment of the delegates at Christiania.

The officers of the I. F. U. W. are strongly urging all national associations in the federation to send their full quota of delegates to the meeting. Article II, Sections 2 and 3, of the Constitution of the I. F. U. W. provides for the apportionment of delegates:

"National federations or associations, with a membership of two hundred or less, shall be entitled to one vote. An additional vote shall be allowed for each additional two hundred members above this number up to one thousand.

"No national federation or association shall be entitled to more than five votes. Those federations which have more than one thousand members shall be allowed to send delegates to the conference in the ratio of one person for every two hundred members, but these official delegates shall not have more than five votes among them."

The rapid growth of the United States Association in the past year to nearly 19,000 members entitles the United States to a representation of 93 visiting delegates, in addition to the five voting delegates. Besides these official representatives of the national associations, arrangements have been made for visiting members who may attend open meetings.

### International Summer School

AN International Summer School will be held by the Women's International League for Peace and Freedom from May 17 to May 31, in Chicago.

The curriculum of the school consists of several series of lectures, dealing with the historic, racial, economic, political, biological, psychological and religious bases of internationalism, as the foundation of constructive propositions and positive suggestions for international co-operation. Attention will be devoted to the pathological factors and hostile obstructions to world organization only so far as necessary to make clear affirmative proposals. Every effort will be made to emphasize those fields in which agreement has been obtained and to set forth the constantly widening range of international co-operation.

Lectures will be given at ten and half-past eleven o'clock in the morning and at half-past four in the afternoon. There will be occasional evening lectures at eight and supplementary round-table conferences in the afternoon from two to four.

The last two days, May 30 and May 31, will be devoted to the world-wide aspects of the "Youth Movement," and will be in charge of the representatives of various student organizations, including international and cosmopolitan clubs.

The headquarters for the school will be Room 1010, Fine Arts Building, 410 S. Michigan Boulevard, Chicago.

# University Women Withdraw Opposition

**T**HE annual convention of the American Association of University Women, held in Washington, D. C., April 21 to 25, formally withdrew, by an overwhelming vote, the opposition of the Association to the national Equal Rights Amendment. The question came before the convention upon consideration of a recommendation by the Committee on Legislative Policies of the Association calling for continued opposition to the Equal Rights Amendment. This recommendation called for:

"Continued opposition to the so-called Equal Rights Amendment that 'Men and women shall have Equal Rights throughout the United States and every place subject to its jurisdiction.' (H. R. 75; S. J. R. 21.)"

Miss M. Carey Thomas, president emeritus of Bryn Mawr College, immediately introduced a substitute resolution providing that the Association take no action on the recommendation of the Legislative Committee at this time, but that the question of the Equal Rights Amendment be made the subject of impartial study by the Association during the coming year, and that the Association and its officers take no position on the subject during that time.

Miss Thomas' substitute resolution read:

"I move to substitute for the recommendation by the Legislative Committee—that this Association go on record against the Woman's Equal Rights Amendment—the following resolution:

"I move:

"1. That this convention take no action on the above resolution at this time;

"2. That during the coming year the arguments for and against a Woman's Equal Rights Amendment be made the subject of study by the Association in all its branches.

"3. That during the coming year the Association, as such, and its officers, acting officially, shall take no position for or against such an Amendment."

After prolonged debate on the subject, a vote by ballot was taken, and two days later, after reference to the credentials the vote was given out by the President of the Association. This vote read: Of a total of 476 votes, 24 of which were thrown out because of the inaccuracy of those votes, 299 were in favor of Miss Thomas' resolution and 177 against it.

The speech of Miss Thomas, who led the fight to secure the withdrawal of the former opposition to the Equal Rights Amendment, was thus reported by the *Washington Evening Star* of April 23:

"Dr. Thomas, who said she had given the subject her best thought for many months, during a tour around the world on which she had discussed the problem with the womanhood of many nations, declared it

## Statements by Delegates to Conference

By Florence R. Sabin, M.D.

Professor of Histology, Johns Hopkins University

"**I** AM strongly for the National Equal Rights Amendment. I believe that all university women ought to join in the effort to secure its passage because of the responsibility that we owe to the other women of the country on account of the educational opportunities which have been given to us in greater measure than to those who have never had a university education. It is particularly our duty to lead in this movement to strike down every barrier which prevents women from having the same opportunities in life as are given to men."

By Isabelle Bronk, Ph.D.

Professor of French at Swarthmore College

"**I** AM heartily for the National Equal Rights Amendment and will do everything in my power to support it. I think that such an Amendment should be supported by all college women because of the great need for establishing Equal Rights for men and women in the educational world in which we are particularly interested. Throughout the country the highly paid and important positions in colleges and universities are almost exclusively in the hands of men, even though these colleges and universities are supported by the taxes of women equally with the taxes of men.

"Because of this situation, in particular, I am very strongly in favor of having the principle of Equal Rights for men and women written into our National Constitution."

By Louise Warren Atkinson, A.B.

Wellesley College, Detroit Branch

"**I** AM for the National Equal Rights Amendment just as I was for the National Suffrage Amendment. I feel that all college women should work for it, because by opening still greater opportunities to the women who come after us we can repay the great debt we owe to the pioneer women who opened the educational world to the women of today. None of us could have had a university education but for these pioneer women who worked for Equal Rights in education. While complete equality in the educational world is still far from being attained, enough has been gained to have enabled those of us assembled here today to obtain a university education. In gratitude for this, let us help in the movement to secure Equal Rights for women in all other lines."

was the 'burning question of taking away a woman's power to support herself by legislation sponsored by the class which it opposed to the competition of women in modern life.'

"In England," Dr. Thomas said, "it was tragic to see the way in which women were being imposed upon by the bitter competition of men."

"We don't know," she continued, "but what there might be special legislation here to take the bread out of the mouths of women. In Pennsylvania, where the law restricting the hours of women prevails, I, as a feminist, had to dismiss the women janitors. If this law affected the professors in Bryn Mawr, we couldn't have a woman on the faculty."

After the vote was taken on Miss Thomas' resolution, Mrs. Helena Hill Weed, delegate from Connecticut, moved that a committee of two (one representing each side of the question) be appointed by the chair to prepare a syllabus on the Equal Rights Amendment, which should be published in the *Journal of the Association*, for the use of the branches in their study during the coming year. This resolution was unanimously adopted.

At the conclusion of the debate Miss Shirley Farr, delegate from Chicago, offered the following resolution, which was unanimously adopted:

"I hereby move that on November 1st, 1924, a mail ballot shall be sent to every branch, affiliated alumnae organization and general member of the Association, asking whether the American Association of University Women, an organization founded for the advancement of education, should vote on questions so controversial as the Equal Rights Amendment, and if the vote returned shall show 66 2-3 per cent. of our (individual) membership is opposed to such action, this decision shall be considered final so far as the question of the Equal Rights Amendment is concerned, and shall be interpreted as meaning that the Association takes no action either for or against it."

In commenting on the action taken by the convention in receding from its former stand opposing the Amendment, Alice Paul, vice-president of the Woman's Party, said:

"We are indeed happy over the withdrawal by the Association of University Women of their previous opposition to the Equal Rights Amendment. We felt confident that the Association would not oppose the Amendment when the matter came before the convention and that the action of a few officers of the Association in opposing the Amendment would not be sustained by the convention. The Equal Rights Amendment is as certain of passage, we believe, as was the Suffrage Amendment, and will be adopted whether the Association of University Women is for it or against it. It is a help, however, in hastening the final victory, to have the former opposition of the Association withdrawn."

# Equal Rights



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## MEMBERSHIP OF THE WOMAN'S PARTY

|                        |            |
|------------------------|------------|
| Annual Dues.....       | \$10.00    |
| Associate Members..... | \$1.00     |
| Founders.....          | \$100.00   |
| Life Members.....      | \$1,000.00 |
| Endowers.....          | \$5,000.00 |

## OBJECT OF THE WOMAN'S PARTY

To remove all forms of the subjection of  
women.

## THE LUCRETIA MOTT AMENDMENT

"Men and women shall have Equal Rights  
throughout the United States  
and every place subject to its jurisdiction."

"Congress shall have power to enforce  
this article by appropriate legislation"

[ Senate Joint Resolution Number 21.  
House Joint Resolution Number 75. ]

Introduced in the Senate, December 10, 1923,  
by SENATOR CHARLES E. CURTIS.  
Introduced in the House of Representatives,  
December 13, 1923,  
by REPRESENTATIVE D. R. ANTHONY.

## Which Will Be the Next?

THE American Association of University Women, by an overwhelming vote of its national convention, has this week withdrawn its opposition to the National Equal Rights Amendment. Furthermore, it has made the question of the Amendment a subject of study by all of its branches during the coming year, and has bound its officers to take no action as officials either for or against the Amendment.

This action means that there are now twelve national organizations opposed to the Amendment, instead of thirteen such organizations, as was previously the case. The twelve still on record against the Amendment are the American Federation of Labor, the American Home Economics Association, the American Federation of Teachers, the General Federation of Women's Clubs, the Girls' Friendly Society, the National Council of Catholic Women, the National Consumers' League, the National Council of Jewish Women, the National Council of Women, the National League of Women Voters, the National Women's Trade Union League and the National Board of the Young Women's Christian Associations.

In these organizations, as with the Association of University Women, there has been premature uninformed resistance to a new idea. But this resistance will be undermined and crumble in all of these organizations, as has already happened with the Association of University Women. Soon there will be eleven organizations against. Then ten against. Then nine against. And so on—just as it was with the Suffrage Amendment.

Every fundamental advance has depended for a time on a tiny band of adherents who stood alone while the opposition first stormed, next stilled and then arose to support. Over and over again this process has been repeated. The responsibility for carrying the colors rests on the few who make a new middle ground for the mass.

Which will be the next organization to follow the lead taken this week by the Association of University Women?

## Protection

G. R. STIRLING TAYLOR, Mary Wollstonecraft's able biographer, discussing the philosophy of "*The Vindication of the Rights of Women*," writes:

"The note which sounds throughout her book is that the 'privileges of women are their chief disability.' \* \* \* All these 'privileges' are, if we read Mary Wollstonecraft's meaning correctly, a deceptive code of social procedure, which is the direct negation of what it seems on the surface. They are not privileges at all, but a code of prison rules, and the women not queens, but prisoners. For the long accumulating mass of courtesies and privileges Mary would substitute *the rights of a human being*."

In a letter to a friend Mary Wollstonecraft says: "A wild wish has just flown from my heart to my head and I will not stifle it, though it may excite a horse-laugh: I do earnestly wish to see the distinction of sex confounded in society, unless where love animates the behavior."

When we recall that Mary Wollstonecraft was born April 27, 1759, and that she died September 10, 1797, long before even the first stirrings of the Equal Rights movement were felt in the bosom of the world, the scope of her vision appears almost as a miracle. She demanded what only the most advanced of her sex, one hundred and sixty-five years after her birth, dare to demand today—the rights of a human being for women as well as for men. Moreover, she saw "privilege" and "protection" in their true light as impediments to development and obstacles in the way of opportunity.

Today, even as in the eighteenth century, the privileges of women constitute their chief disabilities, especially in the economic field. "Welfare" legislation which purports to accord necessary protection for wage-earning women in reality is "the direct negation of what it seems," for it makes of women undesirable employees and forces them to offer their services at a lower price than that paid men in the competition for jobs. Moreover, "privileges" are as chains about the very souls of women, and "protection" robs them of their own and other's respect.

The dream of the pioneers of 1848 and the dream of Mary Wollstonecraft are as one. They are a vision of a world peopled by free human beings, not by masters and slaves, where men and women, as equals, in a spirit of justice and love, may work together for the establishment of the Kingdom of Love upon earth. Like the phoenix, this ideal rises from the dead ashes of the past, and it will rise and rise again, until it is envisioned by all mankind.

# National Finance Committee is Formed

**M**RS. STEPHEN PELL of New York City, one of the Life Members of the Woman's Party, has recently taken the chairmanship of the Finance Committee of the Woman's Party. This committee has not been organized since the winning of the suffrage victory. During the suffrage campaign Mrs. Lawrence Lewis of Philadelphia was the exceptionally able and successful chairman of the Finance Committee of the Woman's Party, and the vigorous activities of the National Suffrage Amendment were made possible largely through the work of Mrs. Lewis and her committee. It is hoped that the newly formed Finance Committee will play the same vital part in the Equal Rights campaign as was played by Mrs. Lewis in the suffrage campaign.

Among those on Mrs. Pell's newly formed committee are Mrs. Mildred Mary Combs, secretary of the committee; Doris Stevens and Adelaide Stedman.

The first work of the committee was to send an appeal for funds to the members of the Woman's Party, as follows:

## Appeal from Finance Committee

"To facilitate the movements of the National Woman's Party in the work which it has undertaken—Equal Rights for men and women throughout the world—and more especially to accomplish the immediate purpose of amending the constitution of the United States in this respect, a Finance Committee has been appointed to work out ways and means.

"This Finance Committee has launched a plan for underwriting the budget of the National Woman's Party in the amount of \$150,000, as adopted by the National Conference in November, 1922, and solicits contributions in the following denominations:

"85 contributions at \$1000

"100 contributions at 500

"150 contributions at 100

"Enclosed you will find a Special Limited Guaranty. Please fill out to indicate the amount for which you will be responsible and return to me, as chairman of the Finance Committee. Inasmuch as part of the \$150,000 needed to carry on the work will accrue from dues and special contributions during the coming year, it may not be necessary to call upon you for the total sum underwritten.

"The above plan is calculated to place the finances of the Woman's Party on a more solid foundation than they have ever been, and when put into operation it will assure enough income to carry forward the necessary legal research work, without which the object of the Woman's Party cannot be attained. It will also relieve the workers at National Headquarters from the necessity of giving to the question of raising money the valuable time which should be devoted to the actual work itself.

"With the earnest desire that you will co-operate with the Woman's

## What Women Are Thinking

Charlotte Perkins Gilman

In "HIS RELIGION AND HERS"

"**M**AN the Hunter, Man the warrior,  
Slew for gain and slew for safety,  
Slew for rage, for sport, for glory—  
Slaughter was his breath;  
So the man's mind, searching inward,  
Saw in all one red reflection,  
Filled the world with dark religions  
Built on Death.

"Woman, bearer, Woman, teacher;  
Overflowing love and labor,  
Service of the tireless mother  
Filling all the earth;—  
Now her mind awakening, searching,  
Sees a fair world young and growing,  
Sees at last our real religion—  
Built on Birth."

Party to the fullest extent of your ability, we are, "Sincerely yours,

SARAH PELL,

"Chairman Nat'l Finance Committee."

The certificate enclosed in each letter sent out by the National Finance Committee is as follows:

## Guarantee Certificate

### Special Limited Guaranty

Limit of Liability.....

The National Woman's Party requires the sum of \$150,000 in order to continue its campaign for Equal Rights until January 1, 1925.

I, the undersigned subscriber, desire the National Woman's Party to continue its work. In order to provide for any deficiency between the receipts of the organization during the year 1924 and the sum of \$150,000, I agree to contribute to the National Woman's Party to the limit of \$..... One-half of this sum is to be paid within six months. Before the end of the year I agree to pay such proportion of any deficiency as this guaranty of \$.....bears to the total budget of \$150,000.

It is distinctly understood that in no event shall my liability exceed the sum of \$.....

Dated....., 1924.

National Woman's Party.

By.....

Subscriber

Address

At a meeting of the Finance Committee it was decided that luncheons, dinners or meetings should be held in all the larger cities of the United States, to raise pledges for the budget of the organization. The first of these luncheons was held at the Copley Plaza, in Boston, in March. Gail Laughlin of Portland, Maine, Member of the National Council of the Woman's Party; Mrs. H. O. Hayemeyer of New

York City, Life Member of the Woman's Party; Doris Stevens of New York City, Member of National Council and Mrs. Pell were the speakers. Over \$1000 was raised in pledges and new members were secured.

The latter part of March a luncheon was also given in New York City, at which over \$2500 in pledges was secured and new members and Founders obtained. The speakers supporting the Equal Rights campaign at the luncheon were George Gordon Battle of New York, the nationally known lawyer; Glenn Frank, editor of the *Century Magazine*; Dudley Field Malone, former collector of the Port of New York; Myrtle Cain, member of the Minnesota legislature; Elsie Ferguson, the actress and a Founder of the Woman's Party; Alice Paul, vice-president of the Woman's Party; Mrs. Clarence Smith, New York chairman of the Woman's Party, and Doris Stevens, who made the appeal for pledges.

Among those who have already made pledges or contributions to the Finance Committee for the year's budget are:

|                                       |            |
|---------------------------------------|------------|
| Mrs. Anne Archbold, D. C.....         | \$1,000.00 |
| Miss Martha Souder, Pa.....           | 500.00     |
| Miss Marion May, New York.....        | 500.00     |
| Col. Robert Thompson, D. C.....       | 500.00     |
| Mrs. Stephen H. Pell, N. Y.....       | 500.00     |
| Mrs. S. W. Straus, N. Y.....          | 100.00     |
| Mrs. Henry Bull, N. Y.....            | 100.00     |
| Mrs. Clarence M. Smith, N. Y.....     | 100.00     |
| Miss Elsie Ferguson, N. Y.....        | 100.00     |
| Mr. Richard Bennett, N. Y.....        | 100.00     |
| Mr. Amos R. Pinchot, N. Y.....        | 100.00     |
| Mrs. Walter Nones, N. Y.....          | 50.00      |
| Mrs. James D. Winsor, Pa.....         | 100.00     |
| Mrs. W. K. Morley, Mich.....          | 100.00     |
| Mrs. George H. Day, Conn.....         | 100.00     |
| Dr. Caroline E. Spencer, Col.....     | 100.00     |
| Mrs. Eloise M. Knapp, Mass.....       | 100.00     |
| Mrs. Grace Wallace, Mass.....         | 50.00      |
| Mrs. Lilla H. B. Gray, Mass.....      | 100.00     |
| Dr. Minerva Blair Pontius, Ind.....   | 100.00     |
| Mrs. Julia Hurlbut Bissell, Okla..... | 100.00     |
| Mrs. S. T. M. Low, Cal.....           | 100.00     |

## State Quotas

The quotas assigned the state branches of the Woman's Party for 1924 budget are:

| States.....               | Population..... | Proportion of Budget |
|---------------------------|-----------------|----------------------|
| New York.....             | 10,385,227      | \$14,000.00          |
| Pennsylvania.....         | 8,720,017       | 14,000.00            |
| Illinois.....             | 6,485,280       | 14,000.00            |
| Ohio.....                 | 5,759,394       | 7,000.00             |
| Texas.....                | 4,663,228       | 7,000.00             |
| Massachusetts.....        | 3,852,356       | 6,000.00             |
| Michigan.....             | 3,668,412       | 6,000.00             |
| California.....           | 3,426,861       | 6,000.00             |
| Missouri.....             | 3,404,055       | 6,000.00             |
| New Jersey.....           | 3,155,900       | 6,000.00             |
| Indiana.....              | 2,930,390       | 3,000.00             |
| Georgia.....              | 2,895,832       | 3,000.00             |
| Wisconsin.....            | 2,632,067       | 3,000.00             |
| North Carolina.....       | 2,559,123       | 3,000.00             |
| Kentucky.....             | 2,416,630       | 3,000.00             |
| Iowa.....                 | 2,404,021       | 3,000.00             |
| Minnesota.....            | 2,387,125       | 3,000.00             |
| Alabama.....              | 2,348,174       | 3,000.00             |
| Tennessee.....            | 2,337,885       | 3,000.00             |
| Virginia.....             | 2,309,187       | 3,000.00             |
| Oklahoma.....             | 2,208,283       | 3,000.00             |
| Louisiana.....            | 1,798,509       | 1,500.00             |
| Mississippi.....          | 1,790,618       | 1,500.00             |
| Kansas.....               | 1,769,257       | 1,500.00             |
| Arkansas.....             | 1,752,204       | 1,500.00             |
| South Carolina.....       | 1,683,724       | 1,500.00             |
| West Virginia.....        | 1,463,701       | 1,500.00             |
| Maryland.....             | 1,449,661       | 1,500.00             |
| Connecticut.....          | 1,380,631       | 1,500.00             |
| Washington.....           | 1,356,621       | 1,500.00             |
| Nebraska.....             | 1,296,372       | 1,500.00             |
| Florida.....              | 968,470         | 1,500.00             |
| Colorado.....             | 939,629         | 1,500.00             |
| Oregon.....               | 783,389         | 1,000.00             |
| Maine.....                | 768,014         | 1,000.00             |
| North Dakota.....         | 646,873         | 1,000.00             |
| South Dakota.....         | 636,547         | 1,000.00             |
| Rhode Island.....         | 604,397         | 1,000.00             |
| Montana.....              | 548,889         | 900.00               |
| Utah.....                 | 449,396         | 900.00               |
| New Hampshire.....        | 443,083         | 900.00               |
| District of Columbia..... | 437,571         | 1,000.00             |
| Idaho.....                | 431,866         | 900.00               |
| New Mexico.....           | 360,350         | 700.00               |
| Vermont.....              | 352,428         | 700.00               |
| Arizona.....              | 334,162         | 700.00               |
| Delaware.....             | 223,003         | 500.00               |
| Wyoming.....              | 194,402         | 400.00               |
| Nevada.....               | 77,407          | 400.00               |

\$150,000.00

# Women in the Educational System

By Fred Lee Woodson

[Editor's Note: Miss Woodson is a National Organizer of the Woman's Party. She is a member of the District of Columbia bar and a graduate of George Washington Law School.]

## Other Discriminations

Another form of sex discrimination found in some places, notably Syracuse, is that of giving the male teachers a larger annual increment than is given to the female teacher.

Another discriminatory practice is that of bringing in an inexperienced man teacher and placing him under the supervision of an experienced woman teacher, at a salary greater than the salary of the woman head of department or supervisor who is responsible for his work.

An outstanding discrimination of this nature is seen in the rule of many boards that upon marriage a woman must be arbitrarily dismissed and that no married woman may obtain a place on the regular teaching staff, although married women are used as substitute teachers at lower salaries. This rule is in operation in Albany, Buffalo, Rochester, Syracuse, Utica and some smaller places, but has been done away with in New York City.

The University of the State of New York is a supervising and examining, rather than a teaching institution, and has supervision over the State's entire system of public, elementary, secondary and higher education. The Regents and Officers are all men. Out of twelve Chiefs and Directors of Divisions, there is one woman. Out of eight heads of Bureaus, there is one woman. On the State Boards of Examiners, Medical, Dental, Pharmacy, Veterinary, Certified Public Accountant, Optometry, Architectural, Professional Engineers and Certified Short-hand Reporters, there is no woman. The State Teachers' College and the ten State Normals are all headed by men. All of the colleges for men and women are headed by men. Out of 17 colleges for girls, 11 are headed by men. Taking the faculty of a typical co-educational university we find:

|                               | Men | Women |
|-------------------------------|-----|-------|
| Professors, 129.....          | 115 | 14    |
| Assistant professors, 52..... | 46  | 6     |
| Associate professors, 34..... | 32  | 2     |
| Instructors, 202.....         | 159 | 43    |

All of the Officers and Deans are men, except the Dean of Women and the Dean of Home Economics.

In the 60 cities the Superintendent of Schools is in each case a man—no woman holds such a position. In the 66 villages that have the office of Superintendent of Schools, that officer is in each case a man. Out of 208 District Superintendents of Schools, 164 are men and 44 are women. Out of some 855 High School Principals, 795 are men and 60 are women. It is to be seen that in proportion to the number of women in the educational system, the number of women in executive and administrative positions is negligible.

This survey is typical of the situation throughout the country.

**S**HALL men and women have Equal Rights in the educational system of our country—as administrators, as supervisors, superintendents, principals, special supervisors, and as teachers?

"Yes," responds the Woman's Party, and is seeking to have passed the following bill by every state legislature, covering both equal pay for equal work and equal opportunity for equal merit in all educational institutions:

## Proposed Teachers' Bill

"In the employment of teachers in any school, college, university or other educational institution in this state, which is supported, in whole or in part by public funds, or which is exempted from taxation, discriminations based on sex are prohibited. This provision shall apply with reference to appointment, assignment, compensation, promotion, transfer, resignation, dismissal and all other matters pertaining to the employment of teachers. Provided that where any such school, college, university, or other educational institution is open only to members of one sex, nothing contained herein shall be construed to prohibit the exclusive employment of teachers of that sex."

The above bill was introduced this spring in the New York legislature, for example. It has just passed both houses of the legislature, though in a modified form, and is now before the Governor awaiting his signature. As it has passed the legislature it provides for equal salary up to and including the high schools, but not equal opportunity for advancement. The bill was endorsed by the National and State Teachers' Councils of the Woman's Party, by the State Teachers' Welfare League, by the Teachers' Union of New York City, and other local organizations of educators.

It will be interesting to spread before the eye a few of the typical sex discriminations in salary now existing in the Empire State. The following data has been furnished by the National Education Association, Research Division, under date of February 14, 1924, secured from the questionnaire sent out by the salary committee of the N. E. A. in March, 1923:

## Salary Schedules, Men and Women, 1922-23, in Cities of New York State

### I. Cities over 100,000 population:

Number of cities replying..... 4  
Number of cities where report indicates salary schedules for men and women differ..... 1

|                               | Min. Men | Min. Women | Max. Men | Max. Women |
|-------------------------------|----------|------------|----------|------------|
| 1. Syracuse:                  |          |            |          |            |
| High school teachers.....     | \$1850   | \$1350     | \$2650   | \$1950     |
| Jr. high school teachers..... | 1850     | 1350       | 2650     | 1950       |

### II. Cities 30,000 to 100,000 in population:

Number of cities replying..... 6  
Number of cities where report indicates salary schedules for men and women differ..... 3

The cities which indicated differences in salary schedules are listed below in detail:

|                           | Min. Men | Min. Women | Max. Men | Max. Women |
|---------------------------|----------|------------|----------|------------|
| 1. Newburgh:              |          |            |          |            |
| High school teachers..... | \$1600   | \$1200     | \$2200   | \$1800     |
| 2. Niagara Falls:         |          |            |          |            |
| High school teachers..... | 1500     | 1300       | 2300     | 2100       |
| 3. Watertown:             |          |            |          |            |
| High school teachers..... | 1800     | 1200       | 2600     | 1620       |

### III. Cities 10,000 to 30,000 in population:

Number of cities replying..... 13  
Number of cities where report indicates salary schedules for men and women differ..... 10

The cities which indicated differences in salary schedules are listed below in detail:

|                                 | Min. Men | Min. Women | Max. Men | Max. Women |
|---------------------------------|----------|------------|----------|------------|
| 1. Corning:                     |          |            |          |            |
| High school teachers.....       | \$1800   | \$1200     | \$2250   | \$1600     |
| 2. Cortland:                    |          |            |          |            |
| High school teachers.....       |          |            | 2000     | 1600       |
| 3. Dunkirk:                     |          |            |          |            |
| High school teachers.....       | 1400     | 1300       | 2000     | 1700       |
| 4. Gloversville:                |          |            |          |            |
| High school teachers.....       | 1450     | 1250       | 2050     | 1850       |
| Jr. high school principals..... | 2100     | 1550       | 2900     | 2150       |
| High school principals.....     | 2950     | 1550       | 3750     | 2150       |
| 5. Hornell:                     |          |            |          |            |
| High school teachers.....       | 1600     | 1150       | 1900     | 1750       |
| 6. Middletown:                  |          |            |          |            |
| High school teachers.....       | 1450     | 1150       | 2050     | 1750       |
| 7. North Tonawanda:             |          |            |          |            |
| High school teachers.....       | 1600     | 1150       | 2400     | 1750       |
| 8. Olean:                       |          |            |          |            |
| High school teachers.....       | 1350     | 1170       | 2070     | 1650       |
| Elem. H. S. principal.....      | 1780     | 1170       | 2500     | 1650       |
| 9. Plattsburgh:                 |          |            |          |            |
| High school teachers.....       | 1800     | 1200       | 2500     | 1900       |
| 10. Saratoga Springs:           |          |            |          |            |
| High school teachers.....       | 1500     | 1200       | 2100     | 1700       |

### IV. Cities 5,000 to 10,000 in population:

Number of cities replying..... 11  
Number of cities where report indicates salary schedules for men and women differ..... 5

The cities which indicated differences in salary schedules are listed below in detail:

|                               | Min. Men | Min. Women | Max. Men | Max. Women |
|-------------------------------|----------|------------|----------|------------|
| 1. Mechanicville:             |          |            |          |            |
| High school teachers.....     | \$1250   | \$1150     | \$1850   | \$1550     |
| Elemen. school principal..... | 1400     | 1100       | 2000     | 1500       |
| 2. North Tarrytown:           |          |            |          |            |
| Jr. high school teachers..... | 1800     | 1400       | 2500     | 2000       |
| High school teachers.....     | 1800     | 1400       | 2500     | 2000       |
| 3. Salamanca:                 |          |            |          |            |
| High school teachers.....     | 1500     | 1300       | 1900     | 1700       |
| Physical train. teachers..... | 1600     | 1200       | 2000     | 1600       |
| 4. Solvay Village:            |          |            |          |            |
| High school teachers.....     | 1600     | 1300       | 2000     | 1700       |
| 5. Wellsville:                |          |            |          |            |
| High school teachers.....     | 1400     | 1200       | 2000     | 1800       |

### V. Cities 2,500 to 5,000 in population:

Number of cities replying..... 26  
Number of cities where report indicates salary schedules for men and women differ..... 4

The cities which indicated differences in salary schedules are listed below in detail:

|                           | Min. Men | Min. Women | Max. Men | Max. Women |
|---------------------------|----------|------------|----------|------------|
| 1. Gowanda:               |          |            |          |            |
| High school teachers..... | \$1500   | \$1100     | \$1900   | \$1500     |
| 2. Keumore:               |          |            |          |            |
| High school teachers..... | 1800     | 1200       | 2600     | 2200       |
| 3. Scotia Village:        |          |            |          |            |
| High school teachers..... | 1400     | 1200       | 2681     | 2000       |
| 4. Suffern:               |          |            |          |            |
| High school teachers..... | 1800     | 1400       | 2400     | 2000       |

In addition to the above, Bulletin I, issued by the National Educational Association in June, 1922, indicates the following sex discriminations in salaries:

|                           | Min. Men | Min. Women | Max. Men | Max. Women |
|---------------------------|----------|------------|----------|------------|
| Albany:                   |          |            |          |            |
| High school teachers..... | \$1500   | \$1300     | \$2300   | \$2100     |
| Poughkeepsie:             |          |            |          |            |
| High school teachers..... |          | 1450       | 3000     | 2450       |
| Rome:                     |          |            |          |            |
| High school teachers..... | 1800     | 1300       | 2550     | 1950       |
| Lawrence:                 |          |            |          |            |
| High school teachers..... | 1800     | 1500       | 2800     | 2500       |

Bulletin issued by Board of Education, 1923-24:

|                           | Min. Men | Min. Women |
|---------------------------|----------|------------|
| Kingston:                 |          |            |
| High school teachers..... | \$1400   | \$1200     |

## "Men And Women Shall Have Equal Rights Throughout The United States And Every Place Subject To Its Jurisdiction"

**T**HIS is the Lucretia Mott Amendment, which has been introduced into Congress.

It means just what it says. When this Amendment is passed, men and women will have Equal Rights in so far as the law of this country can guarantee such rights. Now they have not Equal Rights in the home, the church, the schools, in industry, in most of the professions or in the state itself.

Do you believe that men and women should have Equal Rights? That is the question for every citizen to decide.

Either rights must be equal or there is discrimination and one sex has a legal advantage over the other.

If you believe that there cannot be a just government until all citizens have Equal Rights, you must want this Amendment to become law.

If you believe that it is not good for either men or women that one sex should have special privileges or special handi-

By Elinor Byrns

*[Editor's Note: Elinor Byrns is a practicing lawyer in New York City. She was a leader in the suffrage movement and was formerly press chairman of the National American Woman Suffrage Association.]*

caps, you must want this Amendment to become law.

If you believe that women cannot develop their full powers, their possible value to society and to themselves unless they have Equal Rights with men, you must want this Amendment to become law.

Look at this question from the standpoint of principle, and you will not be afraid of the effect of the Amendment on married women. A wife will be able to make a contract with her husband or she can insist that the law regard all wives as actual partners in the married relation rather than as the dependents which they now are.

And you will not be afraid of what will happen to the women in industry. The Amendment will secure to them Equal

Rights with men to organize, to contract, to demand conditions and laws which will free both men and women from the exploitation which they now suffer—exploitation which is not now and never can be abolished by special protective legislation for women.

You will not be troubled by the fact that with this Amendment will come litigation. Such litigation will mean growth, a part of the process of securing for women a legal status which represents their constantly changing position in society.

You will not be afraid or troubled by any of these things, because you will know that what is right in principle must prove to be expedient in practice. You will welcome the Lucretia Mott Amendment as the beginning of a new era for both men and women, foreshadowed in 1848 by the Seneca Falls Convention, when men and women in the United States first demanded Equal Rights and liberties for all, regardless of sex.

## In the Field

### Rhode Island Activities

**M**RS. SARA M. ALGEO, chairman of the Rhode Island branch of the Woman's Party, writes concerning the status of the Equal Rights bills introduced in that legislature:

"In spite of hearings and hearings on the Equal Rights Bills, the situation in Rhode Island remains unchanged, owing to the continued filibuster being waged. The women's bills remain on the calendar or in Committees along with other bills. When the blockade is broken it is expected that some of the Woman's Party bills will be enacted into law.

"Anita Pollitzer, national secretary, spent a portion of the past week in Providence. She spoke at several meetings and once over the radio. Her most important achievement was the formation of an Equal Rights Chapter at Brown University, where sixteen young women joined and where she was invited to be the guest of honor at the Senior dinner.

"At the meeting of the Providence League of Women Voters, before whom Miss Pollitzer spoke, there was adopted and sent to the National Republican and Democratic Headquarters resolutions endorsing the Equal Rights Amendment and urging the incorporation of planks in their 1924 platforms pledging support to this Amendment."

### Milholland Committee Has Benefit

**T**HE *New York World* of April 27 contains an account of one of the many activities which have recently been arranged by the Inez Milholland Committee of the Woman's Party:

"A benefit performance of 'An Ideal Husband' will be given next Sunday

night at 8.30 o'clock in the Hudson Theatre for the Inez Milholland Memorial Fund, with Norman Trevor in the leading role. Six debutants will dance in the ballroom scene, and souvenir programs will be sold by members of the Junior League.

"Mrs. George T. Brokaw is Chairman of the Inez Milholland Masque Committee and Miss Muriel Smith of the Ushers' Committee for next Sunday night's play. Assisting Miss Smith will be the Misses Natalie Hanna, Betty Kress, Ann Kiese-wetter, Helen Coppell, Lyda Plunkett, Dorothy Brown, Frances McCoon, Polly McCall, Lois Smith, Polly Yeomans, Georgette Yeomans, Prudence Hussey, Alice Gardener, Betty Graham, Carol Dunbar, Bertha Tilney, Elise Schrieber and Mrs. John H. Twining.

"The patronesses are Mrs. Brokaw, Mrs. George Gordon Battle, Mrs. Alfred C. Blossom, Mrs. Willard S. Brown, Mrs. Juan M. Ceballos, Mrs. Paul Cravath, Mrs. Frederic J. Dalzell, Mrs. Walter Damrosch, Mrs. Norman E. Ditman, Mrs. Frederick A. de Peyster, Mrs. James Ford, Mrs. Lindley M. Garrison, Mrs. Charles Dana Gibson, Mrs. Jay Gould, Mrs. Alice Fisher Harcourt, Mrs. Edward M. House, Mrs. Helen Hartley Jenkins, Mrs. Otto Kahn, Mrs. Samuel J. Wagstaff, Mrs. Ferdinand Kuhn, Mrs. Jas. Lees Laidlaw, Mrs. Arthur M. Livermore, Mrs. H. Fairfield Osborn, Mrs. Archibald Pell, Mrs. Min-turn Pinchot, Mrs. Elihu Root, Jr., Mrs. Oren Root and Mrs. Albert Sterner."

### Louisiana Legislative Plans

**M**RS. J. D. WILKINSON, chairman of the Louisiana branch of the Woman's Party, reports that plans have

been formulated for the Equal Rights campaign in the state legislature when it convenes in May. Mrs. Max Levy of Tallulah, Louisiana, has been placed in charge of the legislative program. The state committee has decided to concentrate upon securing the passage of four Equal Rights measures. These measures are to require the consent of the wife to the husband's sale of their real estate, to enable married women to contract on the same terms as men, to give married women a voting domicile independent of the voting domicile of their husbands and to permit women to serve on juries on the same basis as men.

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## From the Press

### Woman— the Enemy.

*The Nation,*  
April 30.

"IT is evident, of course, that the chief enemy of woman's new freedom is woman. So many women prefer the shackles which bind them to a life of leisure. Lest the Drifter, by that last remark, bring down on his head a torrent of reproach, he hastens to say that he does not mean any of the women of his acquaintance. But there are women, somewhere, doubtless far away, who like to have their meals paid for or their clothes bought or the landlord or taxi-driver settled with by some one other than themselves. They would rather play bridge or go to luncheons than to go to work for a salary. Their house-keeping and childkeeping duties have been halved and quartered by servants and electricity; most of the day is theirs. They do not spend it in gainful occupations, not because they could not find something to do, but because they would really rather not. And the Drifter is the last man to blame them; he hereby offers forthwith to renounce a life of toil if any man will be so good as to provide him a living. He will not, however, promise to play bridge in his spare time; he imagines instead that a ship or a hill or an alien sea or a strange city will prove a more irresistible attraction. And in that case, the gains would all be his instead of accruing partly to his patron."

### Equal Rights or Special Privileges for Women?

*Oakland, Cal.,  
Examiner,  
March 19.*

"WHAT would the stand-patters and the conservatives do if there were not disagreement and division among the ranks of the reformers, among the radicals who want to change things? Among the standpatters there is usually a splendid solidity and a unit of purpose not found in the other camp. Otherwise, life would be a changeable, kaleidoscopic affair."

"The women want to change things. They are saying the world has been too much of a man's world in the past. They want to equalize it, to make it both a man's and a woman's world."

"One group of women want an amendment of the constitution of the United States to the effect that there shall be Equal Rights for men and women—equal property rights, equal political rights, equal personal rights."

"A leader of the Oakland League of Women Voters says such an amendment would destroy the small gains the women have fought hard to win here and there. She argues that if Equal Rights obtained in the strict sense of the word, protective

industrial legislation for women would be cancelled, and that women would be thrown back into the open, cruel competition with men in a men's world.

"But Miss Martha Ijams of Berkley, representing the National Woman's Party, says the amendment should go through."

"To the outsider it would seem that women have much to gain, little to lose, by the amendment. Industrial conditions go forward, as a rule, rather than back."

### Women and Their Rights

*St. Paul Daily  
News,  
April 15.*

Mabel Vernon, field secretary of the National Woman's Party, urged before St. Paul women.

"Certainly women should not be the victims of discrimination because of sex."

### Two Million Dollar Fund Treasurer's Report

EDITH AINGE: Treasurer  
NETTIE TRAIL: Auditor: C. P. A.

RECEIPTS of National Headquarters, December 7, 1912, to April 19, 1924, \$1,251,394.82.

Contributions, membership receipts and other receipts, April 19, 1924, to April 29, 1924:

|                                            |         |
|--------------------------------------------|---------|
| Miss Viola Steinfeld, Ariz.....            | \$50.00 |
| Miss Elizabeth R. Stein, Ohio.....         | 10.00   |
| Mrs. George A. Harvey, Ohio.....           | 1.00    |
| Miss Calthea Vivian, Cal.....              | 1.00    |
| Mrs. Josephine N. Keal, Mich.....          | 10.00   |
| Miss Anita Pollitzer, S. C.....            | 15.00   |
| Miss Elsie H. Brimhoff, Ohio.....          | 1.00    |
| Miss Helen Girvin, Pa.....                 | 1.00    |
| Miss Katherine S. Lepier, Pa.....          | 1.00    |
| Miss Editha Phelps, Ill.....               | 20.00   |
| Mrs. W. Nichols, Md.....                   | 1.00    |
| Mrs. Julia Hurlbut Bissell, N. J.....      | 50.00   |
| Mrs. S. T. M. Low.....                     | 10.00   |
| Miss Bertha Low, Cal.....                  | 10.00   |
| Miss Edith C. Low, Cal.....                | 10.00   |
| Miss Isabelle Bronk, Pa.....               | 10.00   |
| Miss Jane P. Clark, N. Y.....              | 1.00    |
| Per New Jersey Branch:                     |         |
| Mrs. Emma Smith Pendleton.....             | .50     |
| Mrs. William A. Erbeck.....                | .50     |
| Mrs. Lela S. Walker, Va.....               | 10.00   |
| Miss Mary Winsor, Pa.....                  | 100.00  |
| Miss Sheldon Jackson, D. C.....            | 25.00   |
| Miss Marion May, N. Y.....                 | 250.00  |
| Mrs. Clarence M. Smith, N. Y.....          | 50.00   |
| Per Texas Branch:                          |         |
| Mrs. L. M. Hollander.....                  | .50     |
| Mrs. C. T. Gray.....                       | .50     |
| Mrs. J. L. Boysen.....                     | .50     |
| Miss Agnes King.....                       | .50     |
| Per New York Committee:                    |         |
| Dr. J. W. Brannan.....                     | 25.00   |
| Miss Dorothy Tennant.....                  | 25.00   |
| Miss Etta Friend.....                      | 2.50    |
| Miss Dora Meyer.....                       | .50     |
| Miss Rose A. Schnelder.....                | .50     |
| Miss Mae V. Stockheimer.....               | .50     |
| Miss Helen Jennings.....                   | .50     |
| Miss Emma S. Pfaubaum.....                 | .50     |
| Miss Ella E. Cronin.....                   | .50     |
| Miss Anna L. Meier.....                    | .50     |
| Miss Marie A. Pless.....                   | .50     |
| Mrs. Belle D. Price, Minn.....             | 10.00   |
| Per South Carolina Branch:                 |         |
| Miss Mary T. Radcliffe, S. C.....          | .50     |
| Miss Rose Becker, D. C.....                | 1.00    |
| Miss Mary A. Newburg, N. Y.....            | 1.00    |
| Mrs. J. B. Davidson, Va.....               | 9.00    |
| Mrs. E. H. Toole, Md.....                  | 1.00    |
| Miss Helen Moore, Pa.....                  | 1.00    |
| Miss Jean Prosser, Pa.....                 | 1.00    |
| Miss Lydia T. Hicks, Pa.....               | 1.00    |
| Miss Esther M. Tannehill, Pa.....          | 1.00    |
| Miss Lucille J. Buchanan, Pa.....          | 1.00    |
| Mrs. F. R. Hazard, N. Y.....               | 500.00  |
| Collection taken at Providence School..... | 3.48    |
| Rent of rooms at Headquarters.....         | 97.50   |
| Sale of literature.....                    | 3.25    |

Total receipts April 19 to April 29, 1924.....\$1,328.23  
Total receipts December 7, 1912, to April 29, 1924.....\$1,252,723.05

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